

BILL NO. 88-71
AS AMENDED

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 88-71 (AS AMENDED)

Introduced by Council Member Schafer and Council Member Hatem

Legislative Day No. 88-32 Date October 18, 1988

AN ACT to add new Section 38-34.1, Veterans' Preference, to Article IV, Classified Service, and to repeal and reenact, with amendments, Subsection B of Section 38-37, Separations, of Article IV, Classified Service, all of Chapter 38, Personnel, of the Harford County Code, as amended; to establish, in certain circumstances, a preference in appointments to the county classified service for veterans of the military services; and to provide that a classified service employee who leaves county service to enter the military may be reinstated to the classified service upon honorable separation from the military, in certain circumstances;--and--to--provide--that veterans of the military services have certain preferences during a reduction in the county work force and during rehiring following a reduction circumstances.

By the Council, October 18, 1988

Introduced, read first time, ordered posted and public hearing scheduled

on: November 15, 1988

at: 6:45 P.M.

By Order: Doris Foulser, Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held

on November 15, 1988

and concluded on November 15, 1988

Doris Foulser, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

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1 Section 1. Be It Enacted By The County Council of Harford
2 County, Maryland, that new Section 38-34.1, Veterans'
3 Preference, be, and it is hereby, added to Article IV,
4 Classified Service, of Chapter 38, Personnel, of the Harford
5 County Code, as amended, and that Subsection B of Section
6 38-37, Separations, of Article IV, Classified Service, of
7 Chapter 38, Personnel, of the Harford County Code, as amended,
8 be, and it is hereby, repealed and reenacted with amendments,
9 all to read as follows:

10 Chapter 38. Personnel.

11 Article IV. Classified Service.

12 SECTION 38-34.1. VETERANS' PREFERENCE.

13 A. AN APPLICANT FOR A POSITION IN THE CLASSIFIED SERVICE
14 WHO IS REQUIRED TO TAKE AN APTITUDE OR PERFORMANCE TEST IN
15 ORDER TO DETERMINE THE APPLICANT'S POSITION ON AN ELIGIBILITY
16 LIST, AND WHO HAS BEEN HONORABLY SEPARATED FROM A BRANCH OF THE
17 ARMED FORCES OF THE UNITED STATES, SHALL BE PLACED ON THE
18 ELIGIBILITY LIST AHEAD OF A NONVETERAN WITH AN IDENTICAL SCORE.

19 B. AN EMPLOYEE WHO LEAVES THE CLASSIFIED SERVICE TO ENTER A
20 BRANCH OF THE ARMED FORCES SHALL BE REINSTATED TO THE SAME
21 POSITION OR GIVEN A POSITION INVOLVING SIMILAR DUTIES,
22 CLASSIFICATION, AND PAY, PROVIDED THAT THE EMPLOYEE:

23 (1) RECEIVES AN HONORABLE SEPARATION FROM THE ARMED
24 FORCES;

25 (2) APPLIES FOR REEMPLOYMENT WITHIN 90 DAYS OF THE
26 SEPARATION; AND

27 (3) IS QUALIFIED TO PERFORM THE DUTIES OF THE
28 POSITION.

29 C. THIS SECTION DOES NOT APPLY TO A PERSON WHO:

30 (1) IS RETIRED FROM A BRANCH OF THE ARMED FORCES OF
31 THE UNITED STATES; AND

32 (2) RECEIVES A PENSION AS A RESULT OF THE
RETIREMENT.

1 Section 38-37. Separations.

2 B. Reduction in force.

3 (1) Should it become necessary to reduce the working
4 force due to the curtailment of funds or other causes, the
5 following factors will determine the employees affected:

6 (a) Total length of satisfactory service.

7 (b) Current employee performance evaluation.

8 (c) ---AN--EMPLOYEE--WHO--HAS--BEEN--HONORABLY
9 SEPARATED--FROM--A--BRANCH--OF--THE--ARMED--FORCES--OF--THE--UNITED
10 STATES,--AND--WHOSE--LAST--PERFORMANCE--RATING--WAS--SATISFACTORY--OR
11 BETTER,--SHALL--BE:

12 -----(i)---THE--LAST--DEMOTED--OR--SEPARATED--IN--THE
13 EMPLOYEE'S--JOB--CLASSIFICATION,--AND

14 -----(ii)---THE--FIRST--PROMOTED--OR--REHIRED--IN--THE
15 EMPLOYEE'S--JOB--CLASSIFICATION.

16 (2) [If a permanent employee is reached in reduction
17 in force, he shall be offered a demotion in his area of
18 specialization if such opportunity exists. If he declines such
19 offer, he must decline in writing.]

20 IF AN OPENING EXISTS, A PERMANENT EMPLOYEE WHO
21 IS REACHED IN A REDUCTION IN FORCE SHALL BE OFFERED A DEMOTION
22 IN THE EMPLOYEE'S AREA OF SPECIALIZATION. AN EMPLOYEE WHO
23 REFUSES SUCH AN OFFER SHALL DO SO IN WRITING.

24 (3) Employees affected by the reduction in force
25 shall be notified in writing of proposed action at least thirty
26 (30) days prior to the effective date of such action.

27 (4) Prior to a reduction in force, the number of
28 positions by job title shall be submitted to the Personnel
29 Officer, who shall review and determine action to be taken,
30 subject to the approval of the County Council.

31 Section 2. And Be It Further Enacted that this act shall take
32 effect sixty (60) calendar days from the date it becomes law.

EFFECTIVE: January 27, 1989

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BY THE COUNCIL

AS AMENDED

BILL NO. 88-71 (as amended)

Read the third time.

Passed LSD 88-34 (November 15, 1988) (with amendments)

Failed of Passage _____

By Order

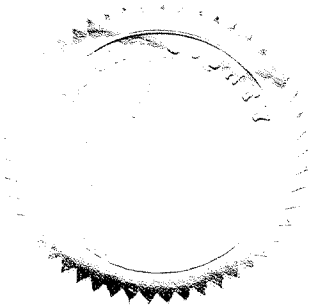
Doris Poulsen, Secretary

Sealed with the County Seal and presented to the County Executive
for his approval this 16th day of November, 1988
at 3:00 o'clock P.M..

Doris Poulsen, Secretary

BY THE EXECUTIVE

APPROVED:



[Signature]
County Executive
Date 11-25-88

BY THE COUNCIL

This Bill (No. 88-71, as amended), having been approved by the
Executive and returned to the Council, becomes law on November 28, 1988.

Doris Poulsen, Secretary

EFFECTIVE DATE: January 27, 1989

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